



Goals and Objectives for the year 2021-22

Employee Name	Mr. Nilanjan Sarkar (10070570)		
Employee Job Role	Data Engineer	Location	Bangalore-Centenary
Manager's Name	Mr. Shikhar Srivastava		

Objectives and Key Results:

Sr. No	Objectives	Key Result	Measure
1	To build Reusable Components and Platform	1. Created the Deployment automation Framework that helped team cut-down deployment time dramatically 2. Created the Sqoop Ingestion Framework 3. Created the Sqoop Ingestion SDK 4. Created the Golden Gate Ingestion SDK 5. Created the Vaccum Tool	1. Deployment automation Framework standardized and cut-down deployment time 2. Sqoop Ingestion Framework SDK, cut-down development time for Sqoop 3. GG Ingestion SDK cut-down development time for GG 4. Vaccum Tool, made easy for team for clean up
2	Effective Requirement Analysis	1. Worked with various stakeholders to understand required for One Infra for seamless delivery 2. Worked with all internal stakeholders for better collaboration in releases	Analyzing the User Stories w.r.t. to the functionalities. Analyzing and discussing the requirement with team members and product owners. Proactively prepared the wiki docs and organized sessions to clarify doubts.
3	Continuous Improvement of Domain, Technical and Behavioral Skills	1. Created automation scripts for to help team reduce repetitive work 2. Actively created the wiki pages to document and curate all common information 3. Introduced best practices such as git branch naming, Release Notes, code review meetings et al.	New practices such as git branch naming, Release Notes and structured wiki pages helped the team to ramp up quickly and collaborate better. Suite of automation scripts that helped the team cut down on repetitive work improving their productivity
4	Adherence to Effective Scrum Practices	1. Mapped all work items to Features, User Stories and tasks and managed their lifecycle. 2. Actively involved in daily scrum, sprint planning, sprint review meetings.	Adhering to all Scrum best practices helped delivered work in a more structured manner, and helped in measurement of velocity and volume of work delivered
5	Active Contribution to Teams Growth	1. Performed peer to peer review for team members development 2. Shared new information by created wiki pages 3. Actively participated in interviews to expand the team 4. Trained new joiners by required skills for JBDL	Innovations and small improvements at work. Sharing information with team/ member. Participating in planning and estimation tasks. Inducting new team members. Mentoring junior team members. Contributions to resource hiring

My Development:

Sr. No	Development Needs	Manager Remarks	Support/ Issue
1	Would like to get opportunities in Architecture and Product Design. Have tried to demonstrate my competence in this area by taking initiative to introduce new features and modularization in API framework and all-new automation products for infra recon	Agreed. As discussed, will surely involve you in such assignment once such a requirement materializes.	
2	Would like to get involved and contribute to other areas in JBDL beyond regular ETL work	Agreed. There is already this new initiative in our plate - Azure driven offering for building data mesh based O2C business insights. Will like you to start work on that.	

Feedback

Quarters	Employee Remarks	L1 Manager Remarks	L1 Rating
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4	As discussed, would like to get an opportunity to transition to Architecture and Product Design and get involved in areas beyond regular ETL work. Would appreciate it, if I get assignments in other areas of Jio, beyond One Infra.		

Normalization Rating	A+
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